

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING BI-LINGUAL PAY

PROPOSAL #____
DATE: July 23, 2013

PROPOSALS:

The City proposes the following regarding bi-lingual pay.

CURRENT LANGUAGE:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$200 per month in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a Bilingual Performance Examination once every three (3) years.

| CONCERN:

The City must be cautious and prudent in its use of public monies. In addition, other City employee's are paid less for similar services.

PROPOSAL:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$2100 per month in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a Bilingual Performance Examination once every three (3) years. However, IAFF represented employees that test at the "Fluent" or "Native Speaker" level may be excused from further testing by the Human Resources Director.

RESULTS:

The City is cautious and prudent in the use of public monies. In addition, bi-lingual pay is uniform within the City.